MEMORANDUM [SANTA ANA]
[CITY SEAL]

To: Barbara Lambert Date: November 2, 1990
From: Library Director
Subject: Written Reprimand

This is a written reprimand given to you for insubordinate actions taken by you at an evening session of the City Council and for not utilizing the established procedures for a grievance. The details are as follows:

> At the City council evening session on Monday, October 15, 1990, you came and spoke before the Santa Ana City Council. Without any facts to support you remarks, you made comments to the Council such as ". . . our indictment of Rob Richard . . ." and "His wrongful conduct is more insidious . . ." These statements constitute insubordinate behavior toward the Director of the Santa Ana Public Library.

The proper process for filing a grievance can be found in Article XVII, pages 25 and 26 of the Memorandum of Understanding between the City of Santa Ana City Employees' Association/Service Employees International Union Local 1939. A copy of the section is attached.

This written reprimand will be placed within your personnel file.

Rob Richard
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cc: Jan Ignasiak, Library Department
Personnel Services Department

Acknowledgement of receipt:

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Barbara Lambert